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| Overview | This standard identifies the requirements when you support communication with individuals using interpreters and translators. This includes arranging appropriate interpreting and translation services and supporting communication between individuals and others through interpreters. It also includes supporting those involved to evaluate the quality of the outcomes and the effectiveness of interpreting and translation services. |

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| **Performance criteria**You must be able to:*You must be able to:**You must be able to:* | **Arrange interpreting and translation services to meet the individual’s requirements**1. access documents that will help identify the individual's interpretation and translation requirements
2. support the individual and key people to identify interpreting and translation requirements, taking account of the individual’s preferred language, their culture and their preferred method of communication
3. identify suitably qualified people to meet the communication, interpretation and translation requirements of the individual
4. agree terms and conditions for the involvement of suitably qualified people to meet the communication, interpretation and translation requirements of the individual
5. provide information about the individual’s specific requirements to interpreters and translators
6. work with translators, interpreters and the individual to identify any specific support they need from you and others, any preparation that is required and any specialist equipment that is needed
7. ensure any specialist equipment is ready and other preparations completed
8. ensure that translators, interpreters and the individual are clear about legal and work setting requirements for the use of translation and interpretation services, including confidentiality agreements and the storage and security requirements for confidential information

**Support communication through interpreters**1. work in ways that promote active participation when supporting communication through an interpreter
2. provide information about the purpose and the nature of the interaction to the interpreter
3. agree with the interpreter their role, any interventions they should make and the level of detail required in the communication
4. explain to the interpreter any specific terms and concepts that the individual may not understand
5. clarify with the interpreter any communications from the individual that you are not able to understand
6. support the interpreter to work in ways that promote the individual’s rights and choices, respect their experiences, expertise and abilities and promote inclusion
7. ensure the interpreter allows sufficient time for the individual to communicate fully their thoughts, views, opinions and wishes
8. monitor the understanding of all involved and the effectiveness of the interpretation
9. modify interactions to improve communication and understanding
10. summarise communication at appropriate points to ensure that all involved agree what has been communicated and any actions to be taken

**Support those involved to evaluate the quality of outcomes and the effectiveness of the service**1. encourage all involved to take part in evaluating the effectiveness of the interpretation and translation services provided
2. review with the individual and key people the contribution that the interpreting and translation services have made to the individual’s communication and wellbeing
3. work with all involved to agree any changes that would improve the interpretation and translation services
4. support individuals, key people and others to identify the implications from any agreed changes
5. inform appropriate people of agreed changes
6. implement changes that are within the scope of your role and responsibility
7. complete records and reports on evaluation processes and outcomes, within confidentiality agreements and according to legal and work setting requirements
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| Knowledge and understandingYou need to know and understand:You need to know and understand:You need to know and understand:You need to know and understand:You need to know and understand:You need to know and understand:You need to know and understand:You need to know and understand:You need to know and understand: | **Rights**1. legal and work setting requirements on equality, diversity, discrimination and rights
2. your role in promoting individuals’ rights, choices, wellbeing and active participation
3. your duty to report any acts or omissions that could infringe the rights of individuals
4. how to deal with and challenge discrimination
5. the rights that individuals have to make complaints and be supported to do so

**Your practice**1. legislation, statutory codes, standards, frameworks and guidance relevant to your work, your work setting and the content of this standard
2. your own background, experiences and beliefs that may have an impact on your practice
3. your own roles, responsibilities and accountabilities with their limits and boundaries
4. the roles, responsibilities and accountabilities of others with whom you work
5. how to access and work to procedures and agreed ways of working
6. the meaning of person-centred/child centred working and the importance of knowing and respecting each person as an individual
7. the prime importance of the interests and well-being of the individual
8. the individual’s cultural and language context
9. how to build trust and rapport in a relationship
10. how your power and influence as a worker can impact on relationships
11. how to work in ways that promote active participation and maintain individuals’ dignity, respect, personal beliefs and preferences
12. how to work in partnership with individuals, key people and others
13. how to manage ethical conflicts and dilemmas in your work
14. how to challenge poor practice
15. how and when to seek support in situations beyond your experience and expertise

 **Theory**1. the nature and impact of **factors that may affect the health, wellbeing and development** of individuals you care for or support
2. theories underpinning our understanding of human development and factors that affect it

**Personal and professional development**1. principles of reflective practice and why it is important

**Communication**1. factors that can affect communication and language skills and their development in children, young people adults
2. methods to promote effective communication and enable individuals to communicate their needs, views and preferences

**Health and Safety**1. your work setting policies and practices for monitoring and maintaining health, safety and security in the work environment
2. practices for the prevention and control of infection in the context of this standard

**Safe-guarding**1. the responsibility that everyone has to raise concerns about possible harm or abuse, poor or discriminatory practices
2. indicators of potential harm or abuse
3. how and when to report any concerns about abuse, poor or discriminatory practice, resources or operational difficulties
4. what to do if you have reported concerns but no action is taken to address them

**Handling information**1. legal requirements, policies and procedures for the security and confidentiality of information
2. legal and work setting requirements for recording information and producing reports
3. principles of confidentiality and when to pass on otherwise confidential information

**Specific to this NOS**1. why the individual’s rights and preferences are particularly important when they are using translators and interpreters
2. how cultural differences may affect an individual's perception of acceptable and unacceptable communication and how this affects the approaches you should adopt
3. theories about communication in relation to individuals who require interpreters and translators
4. theories about motivation and how to encourage individuals to communicate through interpreters and translators, including the use of positive reinforcement
5. how communication and language differences and difficulties can affect the identity, self-esteem and self-image of the individuals with whom you work
6. the reasons why translators and interpreters need to understand the background and culture of the people for whom the translation or interpretation is being done
7. how to access, review and evaluate information, services, equipment and support about interpretation and translation services
8. the types of information interpreters and translators need to carry out interpretation/translation effectively
9. the impact of communicating across different language and communications forms and possible issues that may arise
10. how to arrange the environment for translation and interpretations
11. the difference between simultaneous and consecutive interpreting and sight translation and when each may best be used
12. different types and forms of communication that might require translation and interpretation services
13. the role of interpreters and translators in interpreting and translating everything that is said or written, and when they may intervene
14. how to assist translators and interpreters
15. what indicators to use and what to record when evaluating and assessing interpreting and translation services
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**Additional Information**

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| Scope/range related to performance criteria | The details in this field are explanatory statements of scope and/or examples of possible contexts in which the NOS may apply; they are not to be regarded as range statements required for achievement of the NOS.Note: Where an individual finds it difficult or impossible to express their own preferences and make decisions about their life, achievement of this standard may require the involvement of advocates or others who are able to represent the views and best interests of the individual. Where there are language differences within the work setting, achievement of this standard may require the involvement of interpreters or translation services.**Active participation** is a way of working that regards individuals as active partners in their own care or support rather than passive recipients. Active participation recognises each individual’s right to participate in the activities and relationships of everyday life as independently as possible To **communicate** may include using the individual's preferred spoken language, the use of signs, the use of symbols or pictures, writing, objects of reference, communication passports, other non verbal forms of communication, human and technological aids to communicationThe **individual** is the adult, child or young person you support or care for in your work**Key people** are those who are important to an individual and who can make a difference to his or her well-being. Key people may include family, friends, carers and others with whom the individual has a supportive relationship.**Others** are your colleagues and other professionals whose work contributes to the individual’s well-being and who enable you to carry out your role |

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| Scope/range related to knowledge and understanding | The details in this field are explanatory statements of scope and/or examples of possible contexts in which the NOS may apply; they are not to be regarded as range statements required for achievement of the NOS. **All knowledge statements must be applied in the context of this standard.****Factors** **that may affect the health, wellbeing and development of individuals** may include adverse circumstances or trauma before or during birth; autistic spectrum conditions; dementia; family circumstances; frailty; harm or abuse; injury; learning disability; medical conditions (chronic or acute); mental health; physical disability; physical ill health; poverty; profound or complex needs; sensory needs; social deprivation; substance misuse  |

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| Values | Adherence to codes of practice or conduct where applicable to your role and the principles and values that underpin your work setting, including the rights of children, young people and adults.  These include the rights:To be treated as an individualTo be treated equally and not be discriminated againstTo be respectedTo have privacyTo be treated in a dignified wayTo be protected from danger and harmTo be supported and cared for in a way that meets their needs, takes account of their choices and also protects themTo communicate using their preferred methods of communication and languageTo access information about themselves |

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| Status | Original |
| Originating organisation | Skills for Care & Development |
| Original URN |  HSC0371 |
| Relevant occupations | Health, Public Services and Care; Health and Social Care; Associate Professionals and Technical Occupations; Health and Social Services Officers; Health Associate Professionals; Personal Service Occupations; Personal Healthcare and Related Personal Services |
| Suite | Health and Social Care |
| Key words | communicate, assist, translators |